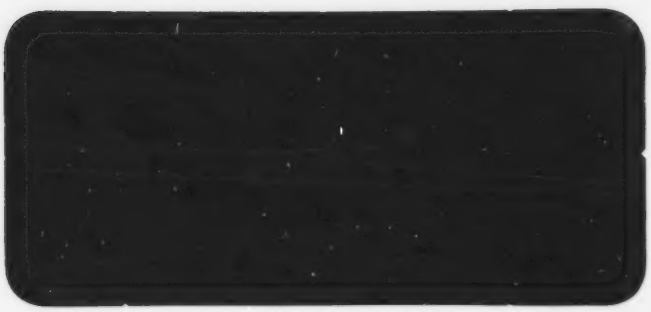
REPORT TO THE MINISTER OF LABOUR BY THE ONTARIO PAY EQUITY COMMISSION

RESEARCH REPORT I



THE PAY EQUITY COMMISSION

Ontario

PAY EQUITY IN PREDOMINANTLY FEMALE ESTABLISHMENTS: LEATHER, TEXTILE, AND APPAREL MANUFACTURING SECTORS

PREPARED FOR THE PAY EQUITY COMMISSION
PROVINCE OF ONTARIO

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Abbreviations

ACTWU -- Amalgamated Clothing and Textile Workers Union (formally ACWU).

ACWU -- Amalgamated Clothing Workers Union.

AMAO -- Apparel Manufacturers' Association of Ontario.

CHNA -- Canadian Homesewing and Needlecraft Association.

ESL -- English as a Second Language.

ILGWU -- International Ladies Garment Workers' Union.

ILO -- International Labour Organization.

LTC -- Leather, Textile and Clothing.

MFA -- Multi Fibre Arrangement.

MITT -- Ministry of Industry, Trade and Technology, Ontario.

MLC--ESTC -- Metropolitan Labour Council -- Education and Skills Training Centre.

SMO -- Sewing machine operator.

TCB -- Textile and Clothing Board.

TCF -- Textile, Clothing and Footwear.

TDSMG -- Toronto Dress and Sportswear Manufacturers' Guild.

UGW -- United Garment Workers' Union.

Introduction

The following is a report for the Pay Equity Commission, on the Leather, Textile and Apparel manufacturing sectors, in compliance with Section 33(2)(e) of the Pay Equity Act which states:

> The Pay Equity Office shall conduct a study with respect to systemic discrimination in compensation for work performed, in sectors of the economy where employment has traditionally been predominantly female, by female job class in establishments that have no appropriate male job classes for the purpose of comparison under section 5 and, within one year of the effective date, shall make recommendations to the Minister in relation to redressing such discrimination.

Compiled information concerning sector characteristics, occupations and jobs in sector, employment characteristics and human resource practises, and employees in industries in the Leather, Textile and Apparel manufacturing sector is provided in this report for the purpose of determining if Pay Equity comparisons are possible in these sectors, and if not, how the Pay Equity Act can potentially be ammended in order to be applicable in these sectors.

The main focus of the report, however, is on the Apparel manufacturing sector because establishments in this sector are least likely to have appropriate job classes for the purposes of comparison under the Pay Equity Act -- the reasons for which will become clear in the body of the report.

If further research concerning Pay Equity in these sectors was to be conducted, it may prove useful to contact the following

organizations for insight and information in addition to those who were contacted in the research phase of this report:

-Canadian Apparel Manufacturing Institute (Ottawa).

-Luggage, Leathergoods, Handbags and Accesories Association of Ontario (Don Mills).

-Immigrant Women's Centre (Toronto).

-International Leathergoods, Plastics and Novelty Workers Union.

Sector Characteristics

Industries found in sector:

The Leather manufacturing sector includes industries engaged in tanning, currying and finishing leather. This sector is also engaged in producing leather or simulated leather goods such as luggage, purses, handbags, boots, shoes, `small leather goods', boot and shoe cut stock and findings of leather or other materials with the exception of rubber.

Industries in the Textile sector manufacture fibres from the products of pulp and petrochemical industries as well as using natural fibres for the production of non-woven materials or yarns which are then converted into knitted, woven, non-woven and coated fabrics for industrial products, apparel and home furnishings.

The Apparel manufacturing sector and the Textile manufacturing sector are interdependent. From its inception in the early industrial life of Ontario, the Apparel sector was a logical outlet for products from Textile industries, particularly for the products of the spinning frames and looms. Industries in the Apparel manufacturing sector convert textile fabrics into garments for men's, women's and children's clothing of all types.

Textile production tends to be located in mid-sized towns; the design, grading, cutting and shipping functions of the Clothing manufacturing sector is based primarily in metropolitan areas. Forty percent of garment assembly takes place in satellite

plants located in rural areas (Jabel Ahmad, p.60).

Generalizing about industries in the LTC sectors is difficult due to their heterogeneous nature. Establishments in the LTC sectors vary in size, levels of technology, product output and product markets.

Most industries in the LTC sectors, however, do share at least two things in common. First, industries in this sector are mainly concentrated in Ontario and Quebec. As indicated in Table 1, in 1981 54% of Leather industries, 44.1% of Textile industries, 35.6% of Knitting industries and 24.8% of Clothing industries in Canada were located in Ontario. Moreover, Ontario's share of industries in each sector increased from 1971 levels while Ontario's share of total manufacturing decreased during the same time period. Second, as indicated in Table 2, establishments in the LTC sectors tend to be relatively small, employing less than 100 workers.

Number of firms:

A total of 1,900 establishments in the Leather, Textiles and Apparel industries combined employ approximately 9% of Ontario's manufacturing workforce (see Table 1 and Table 3). The Apparel manufacturing sector is clearly the largest of the LTC sectors combined.

Judging from data provided in Table 3, from 1972 to 1985 there was a growth in the number of Clothing and Textile establishments and a decline in the number of Leather

TABLE 1: EMPLOYED LABOUR FORCE BY INDUSTRY, ONTARIO AND CANADA, CENSUS YEARS 1971 AND 1981.

INDUSTRY & YEAR	ONT.	CANADA	ONT AS % OF CANADA	ONT % OF ONT MNFG
Leather				
1981	15,670	29,045	54.0%	1.6%
1971	12,495	26,165	47.8%	1.6%
Textiles				
1981	32,315	73,320	44.1%	3.4%
1971	26,785	63,940	41.9%	3.5%
Knitting				
1981	6,955	19,510	35.6%	0.7%
1971	5,785	16,635	34.8%	0.7%
Clothing				
1981	27,505	110,735	24.8%	2.8%
1971	19,320	87,260	22.1%	2.5%
Total				
1981	82,445	232,610	39.6%	8.5%
1971	64,385	194,000	36.7%	8.3%
Total Manufacturing				
1981	976,190	2044165	47.3%	100%
1971	772,325	1593595	48.5%	100%

Source: Canada. 1981 Census of Canada: Population Worked in 1980 -- Employment Income by Occupation (catalogue # 92-930)

TABLE 2: SIZE OF ESTABLISHMENT BY INDUSTRY, 1987

# of employees	Leather	T e x - tiles	Cloth- ing	Total
None	5.71	4.13	5.59	5.16
1-9	35.24	44.56	36.55	39.20
10-49	27.62	30.02	35.78	32.84
50-99	8.10	5.52	9.45	7.93
100-499	15.71	9.95	8.39	9.72
500 +	.47	.77	.58	.63
Unknown	7.15	5.05	3.66	4.52
Total	100.00	100.00	100.00	100.00

TABLE 3: NUMBER AND SIZE OF ESTABLISHMENT BY INDUSTRY AND INDUSTRY GROUP, ONTARIO, 1987

Leather Industries	ESTAB.	0-9	10-49	50 +
-leather tanneries	20	8	9	3
-footwear industry	106	28	25	40
-luggage, purse & handbag ind.	41	21	12	7
-other leather & allied products inds.	43	29	12	1
TOTAL	210	86	58	51
Primary Textile Industries				
-man-made fibre & filament yarn ind.	23	4	8	8
-spun yarn & woven cloth inds.	50	XX	XX	XX
-wool yarn & woven cloth ind.	13	5	2	6
-other spun yarn & woven cloth inds.	37	7	10	18
-broad knitted fabric ind.	20	7	6	4
TOTAL	93	23	26	36
Textile Products Industries				
-natural fibres & felt products ind.	16	5	6	5
-carpet, mat & rug ind.	23	5	5	12
-canvas & related products ind.	96	59	29	7
-other textile products inds.	425	XX	XX	XX
-narrow fabric ind.	22	9	10	3
-contract textile, dyeing & finishing	85	56	20	6
-household prods. of textile material	166	94	47	15
-hygeine prods. of textile material	15	2	5	4
-other textile prod. (incl tire cord)	137	65	48	18
TOTAL	560	295	170	70
TOTAL TEXTILES (primary & products)	653	318	196	106

N.B. The size of establishments which are not accounted for are unknown. There are 86 establishments in the leather, primary textiles, textile products and clothing industries combined for which the size is unknown (see Table 2 for further details).

TABLE 3 (SUITE)

Clothing Industries	ESTAB.	0-9	10-49	50 +
-mens' & boys' clothing inds.	224	XX	XX	XX
-mens' & boys coat ind.	27	9	14	3
-mens' & boys' suit & jacket ind.	63	28	21	10
-mens' & boys' pants ind.	20	1	5	14
-mens' & boys' shirt & underwear ind.	79	29	30	18
-mens' & boys' clothing contractors	35	13	14	6
-women's clothing inds.	371	XX	XX	XX
-women's coat & jacket ind.	36	10	19	7
-women's sportswear ind.	87	37	29	19
-women's dress ind.	67	34	20	13
-women's blouse & shirt ind.	11	3	4	4
-women's clothing contractors	170	74	75	10
-children's clothing ind.	58	26	21	9
-other clothing & apparel inds.	384	XX	XX	XX
-sweater ind.	39	14	12	13
-occupational clothing ind.	53	15	18	16
-glove ind.	9	--	5	3
-hosiery ind.	33	7	10	15
-fur goods ind.	108	79	24	2
-foundation garment ind.	12	2	--	9
-other clothing & apparel inds. nec.	130	56	50	20
TOTAL	1037	437	371	191

Source: Statistics Canada. Business Register, Cycle 195, 1987.

TABLE 3a: NUMBER AND SIZE OF ESTABLISHMENTS BY INDUSTRY AND INDUSTRY GROUP, ONTARIO, 1972

Leather Industries	ESTAB.	1-9	10-49	50 +
-leather tanneries	16	--	6	10
-shoe factories	68	10	16	42
-leather glove factories	13	8	2	3
-luggage, handbag etc. mfrs.	70	XX	XX	XX
-boot & shoe findings mfrs.	10	3	5	2
-misc. leather products mfrs.	60	29	21	10
TOTAL	167	50	50	67
Textile Industries				
-cotton, yarn & cloth mills	12	1	1	10
-wool, yarn & cloth mills	18	--	5	13
-man-made fibre, yarn & cloth mills	41	XX	XX	XX
-fibre & filament yarn mfrs.	8	--	--	8
-throwsters, spun yarn & cloth mills	33	3	11	19
-cordage & twine indus.	8	3	3	2
-felt & fibre processing mills	24	XX	XX	XX
-fibre processing mills	15	4	6	5
-pressed & punched felt mills	9	2	4	3
-carpet, mat & rug indus.	16	3	2	11
-canvas products cotton & jute bags	78	XX	XX	XX
-cotton & jute bags mfrs.	7	1	6	--
-canvas products mfrs.	71	45	19	7
-automobile fabric accessories indus.	18	6	4	8
-misc. textile indus.	162	XX	XX	XX
-thread mills	3	1	1	1
-narrow fabric mills	11	3	5	3
-embroidery, pleading, hemstitching	37	26	10	1
-textile dyeing & finishing plants	15	3	8	4
-misc. textile indus. nes.	96	43	38	15
TOTAL	377	144	123	110

Source: Statistics Canada. Manufacturing Industries of Canada: National and Provincial Areas, 1972 (cat.# 31-203).

TABLE 3a (SUITE)

Knitting Mills	ESTAB.	1-9	10-49	50 +
-hosiery mills	34	6	14	14
-knitting mills except hosiery	60	XX	XX	XX
-knitted fabric mfrs	13	2	3	8
-other knitting mills	47	10	16	21
TOTAL	94	18	33	43
Clothing Industries				
-men's clothing industries	135	XX	XX	XX
-men's clothing factories	117	16	42	59
-men's clothing contractors	18	6	8	4
-women's clothing industries	157	XX	XX	XX
-women's clothing factories	136	22	70	44
-women's clothing contractors	21	5	15	1
-children's clothing industry	28	9	12	7
-fur goods industry	84	63	21	--
-foundation garment industry	9	--	2	7
-misc. clothing industries	35	XX	XX	XX
-fabric glove mfrs.	4	--	3	1
-hat & cap industry	18	7	8	3
-misc. clothing industries nes	13	5	6	2
TOTAL	448	133	187	128

TABLE 3b: NUMBER AND SIZE OF ESTABLISHMENT BY INDUSTRY AND INDUSTRY GROUP, ONTARIO, 1982

Leather Industries	ESTAB.	1-9	10-49	50 +
-leather tanneries	14	2	4	8
-shoe factories	78	12	26	40
-leather glove factories	7	2	3	2
-luggage, handbag etc. mfrs.	73	XX	XX	XX
-boot & shoe findings mfrs.	17	1	13	3
-misc. leather products mfrs.	56	21	26	9
TOTAL	172	38	72	62
Textile Industries				
-cotton, yarn & cloth mills	5	--	1	4
-wool, yarn & cloth mills	9	1	3	5
-man made fibre, yarn & cloth mills	46	XX	XX	XX
-fibre & filament yarn mfrs.	12	2	3	7
-throwsters, spun yarn & cloth mills	34	2	11	21
-cordage & twine indus.	12	6	4	2
-felt & fibre processing mills	19	XX	XX	XX
-fibre processing mills	8	3	5	--
-pressed & punched felt mills	11	2	5	4
-carpet, mat & rug indus.	14	3	4	7
-canvas products cotton & jute bags	81	XX	XX	XX
-cotton & jute bags mfrs.	5	2	3	--
-canvas products mfrs.	76	43	28	5
-automobile fabric accessories indus.	11	2	2	7
-misc. textile indus.	218	XX	XX	XX
-thread mills	2	1	--	1
-narrow fabric mills	11	1	6	4
-embroidery, pleading, hemstitching	28	13	13	2
-textile dyeing & finishing plants	33	18	12	3
-misc. textile indus. nes.	144	76	44	24
TOTAL	415	175	144	96

TABLE 3b: SUITE

Knitting Mills	ESTAB.	1-9	10-49	50+
-hosiery mills	34	7	15	12
-knitting mills except hosiery	58	XX	XX	XX
-knitted fabric mfrs	16	3	3	10
-other knitting mills	42	10	11	21
TOTAL	92	20	29	43
Clothing Industries				
-men's clothing industries	149	XX	XX	XX
-men's clothing factories	132	27	48	57
-men's clothing contractors	17	2	9	6
-women's clothing industries	169	XX	XX	XX
-women's clothing factories	136	36	55	45
-women's clothing contractors	33	6	22	5
-children's clothing industry	26	9	9	8
-fur goods industry	75	56	18	1
-foundation garment industry	10	--	1	9
-misc. clothing industries	45	XX	XX	XX
-fabric glove mfrs.	4	--	2	2
-hat & cap industry	17	4	9	4
-misc. clothing industries nes	24	8	10	6
TOTAL	474	148	183	143

TABLE 3b (SUITE)

Clothing Industries	ESTAB.	1-9	10-49	50 +
-mens' & boys' clothing inds.	146	XX	XX	XX
-mens' & boys coat ind.	23	4	13	6
-mens' & boys' suit & jacket ind.	26	7	9	10
-mens' & boys' pants ind.	20	--	5	15
-mens' & boys' shirt & underwear ind.	54	16	19	19
-mens' & boys' clothing contractors	23	8	9	6
-women's clothing inds.	202	XX	XX	XX
-women's coat & jacket ind.	27	3	18	6
-women's sportswear ind.	48	19	15	14
-women's dress ind.	44	21	12	11
-women's blouse & shirt ind.	9	1	1	7
-women's clothing contractors	74	28	28	18
-children's clothing ind.	31	13	9	9
-other clothing & apparel inds.	253	XX	XX	XX
-sweater ind.	26	6	7	13
-occupational clothing ind.	30	7	7	16
-glove ind.	10	1	4	5
-hosiery ind.	29	3	12	14
-fur goods ind.	71	52	18	1
-foundation garment ind.	9	--	1	8
-other clothing & apparel inds. nec.	78	29	27	22
TOTAL	632	218	214	200

TABLE 3c: NUMBER AND SIZE OF ESTABLISHMENT BY INDUSTRY AND INDUSTRY GROUP, ONTARIO, 1985

Leather Industries	ESTAB.	1-9	10-49	50 +
-leather tanneries	16	4	4	8
-footwear industry	82	15	25	42
-luggage, purse & handbag ind.	27	9	10	8
-other leather & allied products inds.	28	11	15	2
TOTAL	153	39	54	60
Primary Textile Industries				
-man-made fibre & filament yarn ind.	16	1	7	8
-spun yarn & woven cloth inds.	42	XX	XX	XX
-wool yarn & woven cloth ind.	8	1	2	5
-other spun yarn & woven cloth inds.	34	3	9	22
-broad knitted fabric ind.	14	3	6	5
TOTAL	72	8	24	40
Textile Products Industries				
-natural fibres & felt products ind.	16	2	10	4
-carpet, mat & rug ind.	18	2	5	11
-canvas & related products ind.	72	43	25	4
-other textile products inds.	232	XX	XX	XX
-narrow fabric ind.	15	5	7	3
-contract textile, dyeing & finishing	34	18	14	2
-household prods. of textile material	87	41	26	20
-hygeine prods. of textile material	10	1	3	6
-other textile prod. (incl tire cord)	86	32	38	16
TOTAL	338	144	128	66
TOTAL TEXTILES (primary & products)	410	152	152	106

TABLE 3c: PERCENTAGE OF ESTABLISHMENTS BY SIZE AND INDUSTRY, ONTARIO, 1972 AND 1985

INDUSTRY	ESTAB.	% 1-9	% 10-49	% 50+
Leather				
1972	167	29.94	29.94	40.12
1985	153	25.49	35.29	39.22
Textiles				
1972	377	38.20	32.62	29.18
1985	410	37.07	37.07	25.86
Clothing				
1972	448	29.69	41.74	28.57
1985	632	34.49	33.86	31.65
Knitting				
1972	94	19.15	35.11	45.74
1985	--	--	--	--

N.B. Data for 1972 and 1985 are not entirely compatable due to changes in 1970 and 1980 SIC codes. In the 1985 data, knitting mills have been redefined and distributed among either clothing or textiles.

establishments. In the LTC sectors combined, the number of establishments increased from 992 to 1195 between 1972 to 1985. This represents an increase of approximately 20.5% or an average annual increase of 1.6% from 1972 to 1985.

There has been little change in the relative size of establishments since 1972. The majority of firms in LTC sectors continue to employ less than 100 people. Between 1972 and 1985, however, there was a slight increase in the number of establishments in the Leather manufacturing sector employing less than ten people, and slight decreases in establishments in both the Textile and Apparel manufacturing sector employing less than ten people. This trend changed from 1985 to 1987 when the number of establishments employing less than ten people increased in all three sectors.

The potential for Pay Equity job comparisons seems better in larger establishments where the variety of job classifications is larger, and hence the capacity to find comparable male dominated job classes is greater. Among industries in the Leather manufacturing sector, only the Footwear industry and the Luggage, Purse and Handbag industry are female dominated. Most establishments in the Footwear industry employ more than 50 people, and Pay Equity comparisons will likely be possible among these establishments. The Household Products industry and the Hygiene Products industry are the two industries in the Textile manufacturing sector which are female dominated. The largest proportion of establishments in the Household Products industry

employ less than ten people and are therefore excluded from the legislation. Most establishments in the Hygiene Products industry employ more than fifty people and the industry has, in any case, a workforce which is only 55% female. It is therefore likely that comparable male job classes will be available in establishments in the Hygiene products industry. Applying Pay Equity to establishments in the Apparel manufacturing sector will be more difficult due to the higher concentration of females in virtually all industries in the sector, and a larger proportion of smaller firms where comparable male job classes may not be available.

Proportion of female employees within sector:

Firms are female predominant in virtually every industry in the Apparel manufacturing sector with the exception of the Fur Goods industry. In 1985, women constituted 77.52% of the total Ontario workforce in the Apparel manufacturing sector.

Women are less frequently employed in the Leather and Textile manufacturing sectors, accounting for 59.36% and 41.31% of their respective workforces. Women do, however, dominate in a few industries within these sectors. In particular, women constitute a predominant (or near predominant) proportion of the workforces in the Footwear industry and the Luggage, and Purse and Handbag industry of the Leather manufacturing sector, and in the Household Products industry, the Hygiene Products industry and the Miscellaneous or `Other' Textile Products industry of the Textile manufacturing sector (see Table 3).

TABLE 4: NUMBER OF EMPLOYEES IN PRODUCTION AND RELATED WORK AND IN ADMINISTRTIVE, OFFICE AND NON-MANUFACTURING WORK BY INDUSTRY, INDUSTRY GROUP AND SEX, 1985

MAJOR GROUP AND INDUSTRY	PRODUCTION & RELATED WRKS		ADMINISTRATIVE, OFFICE & OTHER NON-MANUFACTURING EMPLOYEES	
Leather Industries	**Male**	**Female**	**Male**	**Female**
-leather tanneries	1,099	243	117	53
-footwear industry	2,852	5,954	867	724
-luggage, purse & handbag ind.	281	915	92	54
-other leather & allied products inds.	269	216	16	11
TOTAL	**4,501**	**7,328**	**1,092**	**842**
Primary Textile Industries				
-man-made fibre & filament yarn ind.	2,658	425	1,493	513
-spun yarn & woven cloth inds.	2,325	1,682	655	347
-wool yarn & woven cloth ind.	375	206	218	88
-other spun yarn & woven cloth inds.	1,950	1,476	437	259
-broad knitted fabric ind.	413	257	87	65
TOTAL	**5,396**	**2,364**	**2,235**	**925**
Textile Products Industries				
-natural fibres & felt products ind.	643	73	60	35
-carpet, mat & rug ind.	XX	XX	XX	XX
-canvas & related products ind.	495	451	39	35
-other textile products inds.	XX	XX	XX	XX
-narrow fabric ind.	XX	XX	XX	XX
-contract textile, dyeing & finishing	494	247	--	--
-household prods. of textile material	1,009	1,822	314	359
-hygeine prods. of textile material	485	713	257	224
-other textile prod. (incl tire cord)	1,246	1,476	428	261
TOTAL	**5,523**	**5,888**	**1,599**	**1,206**
TOTAL TEXTILES (primary & products)	**10,919**	**8,252**	**3,384**	**2,131**

TABLE 4 (SUITE)

MAJOR GROUP & INDUSTRY	PRODUCTION & RELATED WRKS		ADMINISTRATIVE, OFFICE AND OTHER NON-MANUFACTURING EMPLOYEES	
Clothing Industries	Male	Female	Male	Female
-mens' & boys' clothing inds.	1,826	8,817	923	1,163
-mens' & boys coat ind.	261	864	31	40
-mens' & boys' suit & jacket ind.	591	1,560	147	109
-mens' & boys' pants ind.	287	2,004	402	605
-mens' & boys' shirt & underwear ind.	509	3,426	342	409
-mens' & boys' clothing contractors	214	963	--	--
-women's clothing inds.	1,261	6,209	216	390
-women's coat & jacket ind.	264	594	39	38
-women's sportswear ind.	404	1,900	112	224
-women's dress ind.	230	1,105	49	83
-women's blouse & shirt ind.	107	701	16	45
-women's clothing contractors	256	1,909	--	--
-children's clothing ind.	283	1,206	51	85
-other clothing & apparel inds.	2,258	7,570	760	816
-sweater ind.	370	1,286	67	78
-occupational clothing ind.	397	1,560	194	260
-glove ind.	125	276	19	10
-hosiery ind.	394	1,484	196	128
-fur goods ind.	334	238	7	11
-foundation garment ind.	82	805	144	146
-other clothing & apparel inds. nec.	556	1,921	133	183
TOTAL	5,664	23,802	1,950	2,454

TABLE 4a: PERCENTAGE OF FEMALES IN PRODUCTION AND RELATED WORK AND IN ADMINISTRATIVE, OFFICE AND NON-MANUFACTURING WORK BY INDUSTRY AND INDUSTRY GROUP, 1985

MAJOR GROUP AND INDUSTRY	# OF EMPLYS	----% FEMALE OF PRODUC	ADMIN	TOTAL---- EMPLYS
Leather Industries				
-leather tanneries	1,512	18.11%	31.12%	19.58%
-footwear industry	10,397	67.61%	45.51%	64.23%
-luggage, purse & handbag ind.	1,342	76.51%	36.99%	72.21%
-other leather & allied products inds.	512	44.54%	40.74%	44.34%
TOTAL	13,763	61.95%	43.94%	59.36%
Primary Textile Industries				
-man-made fibre & filament yarn ind.	5,089	13.79%	25.57%	18.43%
-spun yarn & woven cloth inds.	5,009	41.98%	34.63%	40.51%
-wool yarn & woven cloth ind.	887	35.46%	28.76%	33.15%
-other spun yarn & woven cloth inds.	4,122	43.08%	37.21%	42.10%
-broad knitted fabric ind.	822	38.36%	42.76%	39.17%
TOTAL	10,920	30.46%	29.27%	30.12%
Textile Products Industries				
-natural fibres & felt products ind.	811	10.20%	36.84%	13.32%
-carpet, mat & rug ind.	XX	XX	XX	XX
-canvas & related products ind.	1,020	47.67%	47.30%	47.65%
-other textile products inds.	XX	XX	XX	XX
-narrow fabric ind.	XX	XX	XX	XX
-contract textile, dyeing & finishing	741	33.33%	--	33.33%
-household prods. of textile material	3,504	64.36%	53.34%	62.24%
-hygeine prods. of textile material	1,679	59.52%	46.57%	55.81%
-other textile prod. (incl tire cord)	3,411	54.22%	37.88%	50.92%
TOTAL	14,216	51.60%	42.99%	49.90%
TOTAL TEXTILES (primary & products)	25,136	43.04%	38.64%	41.31%

TABLE 4a (SUITE)

MAJOR GROUP AND INDUSTRY	# OF EMPLYS	----% FEMALE OF TOTAL---- PRODUC	ADMIN	EMPLY
Clothing Industries				
-mens' & boys' clothing inds.	12,765	82.56%	55.75%	78.18%
-mens' & boys coat ind.	1,196	76.80%	56.34%	75.59%
-mens' & boys' suit & jacket ind.	2,407	72.52%	42.58%	69.34%
-mens' & boys' pants ind.	3,298	87.47%	60.28%	79.11%
-mens' & boys' shirt & underwear ind.	4,687	87.06%	54.46%	81.82%
-mens' & boys' clothing contractors	1,177	81.82%	--	81.82%
-women's clothing inds.	8,076	83.12%	64.36%	81.71%
-women's coat & jacket ind.	935	69.23%	49.35%	67.59%
-women's sportswear ind.	2,640	82.47%	66.66%	80.45%
-women's dress ind.	1,467	82.77%	62.88%	80.98%
-women's blouse & shirt ind.	869	86.76%	73.77%	85.85%
-women's clothing contractors	2,165	88.18%	--	88.18%
-children's clothing ind.	1,625	86.37%	62.50%	79.45%
-other clothing & apparel inds.	11,404	77.02%	51.45%	73.54%
-sweater ind.	1,801	77.66%	53.79%	75.74%
-occupational clothing ind.	2,411	79.71%	57.27%	75.49%
-glove ind.	430	68.83%	34.48%	66.51%
-hosiery ind.	2,202	79.02%	54.70%	73.21%
-fur goods ind.	590	41.61%	61.11%	42.20%
-foundation garment ind.	1,177	90.76%	50.34%	80.80%
-other clothing & apparel inds. nec.	2,793	77.56%	57.91%	75.33%
TOTAL	**33,870**	**80.78%**	**55.72%**	**77.52%**

Source for Tables 1-3 (except 1c): Statistics Canada. Manufacturing Industries of Canada: National and Provincial Areas

Judging from the figures presented in Table 4, instituting Pay Equity in the female predominant industries of the Textile and Leather manufacturing sectors will not face as many problems as industries in the Apparel manufacturing sector. While female predominant industries in Leather and Textiles are between 50% to 65% female, all industries in Apparels are approximately 70% to 85% female predominant, with the exception of the Fur Goods industry. Moreover, according to Gordon Vala-Webb (ACTWU) establishments where workers are 90% to 100% female tend to be in the Clothing sector, particularly in Shirt manufacturing, whereas establishments in Textiles tend to be 35% to 40% male.

Typical size of organizations in sector:

Given that the Pay Equity Act covers all establishments in Ontario with more than ten employees, approximately 51% of establishments in the LTC sectors fall within the bounds of the legislation. Conversely, about 44% of all establishments in the three sectors combined have less than ten employees and are therefore exempt from the Pay Equity Act. The sizes of about 5% of the establishments in the LTC sectors combined are unknown. More specifically, 40% of all establishments in Leather, 49% of establishments in Textiles and 42% of establishments in Apparels will not be covered by the legislation because they employ less than 10 people.

Establishments with more than 100 employees are required to post Pay Equity plans. Approximately 16% of establishments in the

Leather manufacturing sector, 11% of establishments in Textiles, and 9% of establishments in Apparels have more than 100 employees, and will therefore be required to post Pay Equity plans. In the LTC sectors combined, approximately 10% of all establishments will be required to post Pay Equity plans. In another estimated 41% of establishments, employers will not be required to post plans (see Table 3).

Degree and rate of unionization; history and impact of unions:

As indicated by the Canada wide data in Table 5, in 1984, 35% of workers in the Leather manufacturing sector, 54.1% of workers in the Textile manufacturing sector, and 32.1% of workers in the Apparel manufacturing sector were unionized. Marginally higher percentages of workers in the Textile and Apparel manufacturing sectors were covered by a collective agreement. Although data for Ontario is not readily available, those interviewed, representing both manufacturers and unions, tended to give estimates for levels of unionization in Ontario which closely approximate the Canada wide data.

Typically, it is the larger establishments, employing 50 or more, which are unionized. According to Cris Kuzik (TDSMG), it is generally the larger shops which are unionized due to the costs of unionizing and due to the lack of personability and "family" like environment found in smaller firms.

Production workers are typically part of the same bargaining unit. Office, shipping and receiving staff are typically non-

TABLE 5: UNION MEMBERSHIP AND COLLECTIVE AGREEMENT COVERAGE OF EMPLOYED PAID WORKERS BY INDUSTRY, CANADA, DECEMBER, 1984

INDUSTRY	% UNIONIZED	NON-UNIONIZED COVERED BY COLL AGREEMENT % OF TL WORKFORCE	% OF TL WORKFORCE COVERED BY COLL AGREEMENT
Leather	35.0	00.0	35.0
Textile	54.1	2.6	56.7
Clothing	32.1	4.7	36.8
Manufacturing	45.0	4.0	49.0

SOURCE: Kumar, Pradeep, Mary Lou Coates & David Arrowsmith. The Current Industrial Relations Scene in Canada, Kingston: Queen's University Industrial Relations Centre, 1987.

unionized. Where office, shipping and receiving staff are unionized, they are usually in seperate bargaining units with 'tag-end' agreements. Where tag-end agreements exist, they provide office and/or shipping and receiving staff the wage increases of the production workers' collective agreement, but exclude other clauses in the agreement.

As an estimate of the rate of female unionization in these sectors, about 68% of the Amalgamated Clothing and Textile Workers' Union (ACTWU) 14,837 members in Ontario are women, and about 34% speak English as a second language (ESL estimate does not include figures for 4,877 union members in the Metro Toronto area because the data is incomplete, however, it seems safe to assume that the estimate would be higher if that data were available). In City of Toronto ACTWU locals, an estimated 71% speak English as a second language [1]. The ACTWU provides a good example because it has locals in all three sectors under study, and a few in related industries.

In both Clothing and Textile industries, bargaining units were historically organized by occupation. Over time, however, this method of organizing eroded, and today, all production staff are usually members of the same bargaining unit.

Despite unions' objections to piece-work and homework, both are common. Piecework was consolidated in the Clothing industry in the 1920's and 1930's. Both the ACWU and the ILGWU fought

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1. Ontario membership list provided by Gordon Vala-Webb, Amalgamated Clothing and Textile Workers Union.

against piecework, but by the mid 1920's both had come to accept it (Anne Porter, p.37). Today, an estimated 70% of the work in the Apparel manufacturing sector is piecework [2].

There are two forms of homework, registered and unregistered. Registered homework is legal, provincially regulated and not widely used. Registered homeworkers are considered employees of an establishment and paid at the same rate as factory workers. If a company does not follow homework regulations they can be fined, but according to Fred Bryan (AMAO) there is no way of ensuring that employers register their homeworkers. Gordon Vala-Webb (ACTWU) agrees, in his words: "there's no way you can police homeworkers unless you have a cop at every factory following everybody home to see what they're doing".

Unregistered homeworkers therefore exist as part of an 'underground economy' whose numbers are difficult to determine. As indicated by Fred Bryan: "we suspect but cannot prove that alot of contractors (homeworkers) are being paid under the table". With the exception of Cris Kuzik (TDSMG) all those interviewed, representing both manufacturers and unions, felt that unregistered homework is common. Vala-Webb (ACTWU) indicated that it is particularly common in the Womens' Clothing

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[2] Interview with Fred Bryan, executive director, Apparel Manufacturers' Association of Ontario, August 15, 1988.

industry because the pieces are easier to take home [3]. Due to the existence of unregulated homework, an indeterminate though significant portion of the workforce will be uneffected by the Pay Equity legislation.

Unions are also involved in regulating, either formally or informally, the process of employee recruitment. According to Fred Bryan of the Apparel Manufacturers' Association of Ontario (AMAO), most union contracts require that a union be given at least 48 hours to provide a worker [1]. Both the International Ladies' Garment Workers' Union (ILGWU) and the United Garment Workers' Union (UGW) act as hiring halls -- employers only resort to using newspaper ads and other methods of recruitment when the union cannot provide workers [4]. Although the Amalgamated Clothing and Textile Workers' Union (ACTWU) is not a formal hiring hall, employers commonly contact them when they are in need of workers [5].

Historical Development:

Following World War II, Canada was a major importer of textiles. Imported goods, however, were mainly from

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[3]Interviews with Fred Bryan, Executive Director of the Apparel Manufacturers' Association, op. cit.; Alex Dagg, Education Director of the International Ladies Garment Workers' Union, August 16, 1988; Gordon Vala-Webb, Amalgamated Clothing and Textile Workers' Union, August 18, 1988.

[4]Interviews with Nancy Devinto, United Garment Workers of America; Cris Kuzik, Executive Director, Toronto Dress and Sportswear Manufacturers' Guild; Alex Dagg, op. cit.

[5]Interview with Gordon Vala-Webb, op. cit.

industrialized countries and generally complimented Canadian production in Apparel and Textile Products industries.

Beginning in the 1950's, the situation of the Textiles, Textile Products and Apparel manufacturing sectors began to deteriorate due to a sharp increase in imports from low wage economies. Low wage import competition added competitive pressures in all three sectors. In 1956, the federal government responded by increasing tariff protection through a series of voluntary restrictions on imports from Japan and other low wage countries. These agreements had become formalized by 1960. During this time, these sectors experienced another period of growth and prosperity, with increases in investment and considerable structural and technical improvements.

The development of synthetic fibres and materials, however, caused adverse conditions for industries producing cotton, thread, material, textile products and clothing because low wage economies were highly successful in penetrating these markets. In addition, during the 1960's the import problem intensified despite the existence of several bilateral voluntary restraint agreements. In the Footwear industry the surge of imports since 1967 has made it difficult for Canadian Footwear manufacturers to retain enough of the Canadian market to sustain an industry.

In the early 1970's, world demand for textiles revived and protection from imports, as well as adjustment assistance provided by the Textile Policy of 1970, led to another buoyant period for textiles and clothing. The Textile Policy had four

objectives: to create conditions under which Canadian Clothing and Textile industries could continue to move towards viable lines of production on an increasingly competitive basis both internationally and domestically; to provide special temporary measures of protection against imports in instances where the Textile and Clothing Board determined injury or threat of injury and where domestic producers submitted suitable adjustment plans to improve their competitiveness; to join with other countries in seeking liberalization of trade in textiles; to assist Canadian manufacturers and their workers in meeting the problems of changing trade conditions through the provision of adjustment assistance and programs to improve productivity and marketing capacity.

Under the Textile Policy, the Textile and Clothing Board was created, adjustment assistance was provided to Textile and Clothing establishments, the Fashion Canada program was instituted to assist fashion designers, and assistance was made available for displaced workers. Between 1968 and 1976, twenty-five million dollars was provided in loan guarantees by the Department of Industry Trade and Commerce (60% of which went to Quebec manufacturers), and fifty-two million dollars in incentive grants were awarded (more than 60% of which went to Quebec manufacturers). The technological advances stimulated by the Textile Policy allowed for greater productivity with fewer workers. Problems of labour adjustment caused by restructuring in these sectors was addressed by pre-retirement benefits which were

made available for displaced workers between the ages of fifty-four and sixty-five and by support of job training programs. In 1976-77, 10.2 million dollars was spent in support of on the job training programs. Between 1972 and 1976 another 8.2 million dollars was provided to displaced workers to return to vocational training institutions.

In the Footwear industry, the federal government provided assistance similar to that in Clothing and Textile industries. The Footwear and Tanning Industries Adjustment Program was announced in December, 1973, and provided assistance and loans for the purpose of improving productivity, marketing and commercial policy. These policies combined help provide a bouyant period for industries in LTC sectors in the early 1970's.

By the 1974-1975 recession, however, international demand diminished and the share of the Canadian market held by foreign products increased. High quality goods were imported from industrialized countries, low quality goods were imported from low wage economies. This left little space for Canadian manufacturers.

In 1974, the Multifibres Arrangement came into force and has since been extended to 1990. Countries party to the MFA account for 90% of world trade in clothing and textiles. The aims of the MFA are at least threefold: to avoid disruptive effects in individual markets and on individual lines of production; to provide scope for a greater share for developing countries in world trade; to supplement import restrictions by the pursuit of

appropriate economic and social policies, consistent with national laws and systems, required by changes in the pattern of trade in textiles and in the comparative advantage of participating countries. Domestic policies should thus encourage businesses which are less competitive to move progressively into more viable lines of production or into other sectors of the economy. Bilateral agreements can be reached with these aims in mind provided that restrictions are not lower than actual recent imports (ILO pp.32-35).

In 1976, quotas were imposed on a wide range of clothing goods but were lifted in 1978 and replaced by bilateral agreements with seven low wage economies. Global quotas on certain footwear imports from low wage sources were also instituted from 1977 to 1981.

Of the direct financial assistance that was made available to TCF industries between 1975 and 1985, 60% was for capital investments and 25% was for labour adjustments. Textile industries were the largest recipients (57%) of the assistance, followed by Clothing industries (34%) and the Footwear industry (including Tanning, 9%). Although this assistance helped to rationalize production, industries in TCF have not been required to retrain or redeploy a part of its potentially redundant labour force as a quid pro quo for its enjoyment of trade barriers and direct grants. Moreover, subsidies generally went to replace existing plant capacity rather than to expansion, in other words money went into technological improvements and reducing labour

costs (Jabel Ahmad, p.vi,56-57,62).

By 1981, the Anti-Dumping Tribunal found that the Footwear industry's ability to compete was adequate. However, the Tribunal found that a remaining problem for the industry was that imports from low wage countries including Taiwan, South Korea, Hong Kong, Brazil and India denied the opportunity to Canadian producers to become truly competitive. Canadian manufacturers' competitive disadvantage was seen as resulting solely from price and not style, quality or product range. The Tribunal went on to point out that the industry is mobile and may shift its production base to other low wage countries (Cole, R.J., p.11).

Despite federal assistance, low cost imports continue to hinder the competitive ability of TCF industries. In 1978, Canadian clothing accounted for about 70% of the domestic market. Today, the Canadian industry's share is down to about 50% (K.Yakabuski, 1988). Moreover, the Textile, Clothing and Footwear markets are largely domestic. Leather tanneries, on the other hand, export about one third of their annual hide production.

The federal government has more recently been attempting to reduce the protectionism provided in Textile and Clothing industries. In 1986, the Canadian Industrial Renewal Board (CIRB), which provided clothing manufacturers with grants to cover up to 50% of the capital outlay required to modernize their operations and improve productivity, was dismantled. It was also announced that the Textile and Clothing Board (TCB) would be merged with two other bodies to create the International Trade

Tribunal. The TCB will thereby lose its mandate to oversee a specific sector and to make recommendations with regard to import restrictions (K.Yakabuski, 1988).

Despite tariff rates of about 40%, and the approximate 24 bilateral agreements under the Multifibre Arrangement which is in place until 1991, we import from more than 60 low wage sources. Moreover, quotas are placed on volume rather than value, so exporting countries are moving more and more into the upscale end of the market in order to compete. This threatens to shut out Canadian manufacturers from one of the few areas in which they could conceivably compete (K.Yakabuski, 1988). Those interviewed in the Toronto Dress and Sportswear Manufacturers' Guild (TDSMG), the AMA, the UGW, the ACTWU and the ILGWU indicated that imports continue to pose a serious problem for industries and jobs in all three sectors. In Clothing industries for example, in 1981, Canadian manufacturers were only supplying 60% of the Canadian market and by 1986, domestic production accounted for just over 50% of total clothing sales (Alexandra Dagg, p.4). Both Ontario and Canada as a whole have very small LTC export markets and as a result, in 1987 Ontario had a trade deficit of almost two billion dollars for the LTC sectors combined (see Table 6).

The federal government has responded to the import problem in Clothing and Textile industries by instituting a program which will remove tariffs on thirteen fabrics and yarns not made in Canada but used by Apparel and Textile Products industries, and by introducing a duty remission program which will cover denim

fabrics, woven greige fabrics, outerwear and outerwear fabrics, and girls' and ladies' fabrics and shirts. These programs are to be instituted in September, 1988 and are designed to bring down the production costs of Textile and Apparel industries so as to encourage them to restructure their operations in order to become more efficient and competitive. In particular, the programs encourage Canadian manufacturers to concentrate on producing certain lines while at the same time rounding out their product mix with imports. In anticipation of these industries becoming more competitive, the federal government also proposes to reduce Canada's textile tariffs over the next ten years to levels comparable with those of other industrialized countries (Department of Finance, 1988). While these programs may help to rationalize the Textile and Apparel manufacturing sectors, this process will likely result in plant closures and consequent job losses in those industries that prove unable to compete.

Future changes: overseas competition, free trade and technology

Many firms are responding to the threat of imports through plant closures or by moving out of manufacturing and into importing [6]. For example, Nygard International, Canada's largest clothing manufacturer with sales of almost $2 million a year, now imports about 40% of what it sells. John Forsyth Co. now contracts garment workers in the Far East to produce half of what

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[6]Interview with Alex Dagg, op. cit.

it sells to retailers in Canada (K.Yakabuski). In Ontario, the ACTWU lost 1,977 members in Apparel industries and 2,873 in Textile industries from 1980-1985 due to reduced workforces and plant closures; another 231 Canadian members were lost in the Footwear industry during the same time period (ACTWU data).

Added to the problem of job loss resulting from low cost imports, is the uneven impact the Canada -- U.S. Free Trade Agreement will likely have on industries in the Leather, Textile and Apparel manufacturing sectors. Given the heterogeneity among industries in these sectors, it seems clear that some industries will prosper while others will suffer and still others will be wiped out, depending on their size and what they produce. According to Vala-Webb (ACTWU), American firms are larger, set up for longer runs and tend to have the brand names that people want. Moreover, American firms tend to have economies of scale, to be located in the non-unionized states of the south, and have generally lower production costs and taxes. Free trade will therefore pose a particular problem for those who produce in the mass market sector, including manufacturers of jeans, sportswear, t-shirts and pyjamas. Vala-Webb (ACTWU) suggests that Canadian carpet manufacturers, for example, will be wiped out because there are huge factories in the southern U.S. that are only operating at about 60% capacity. He suggests further that hand knit yarns, on the other hand, will do quite well because they are in a specialized niche. He places other Clothing, Textile and Footwear industries somewhere between these two extremes. Eva

Gramsch of the Canadian Homesewing and Needlecraft Association (CHNA) suggests that the Agreement gives the fabric and yarn industry the opportunity to enter the American market without causing a threat to home producers.

Given that Canadian garment producers are geared for shorter production runs than their U.S. counterparts, the ILGWU predicts that plant closures will result from free trade. Moreover, they predict closures of Canadian manufacturers currently producing designs under American trademarks and licences because once the tariff wall is removed, there is no longer incentive for American companies to secure trademark and licencing arrangements with Canadian producers. Other manufacturers may choose to move production to the U.S. where labour costs are cheaper (Alexandra Dagg, p.12).

The ACTWU estimates that 130,000 Canadian jobs in Textiles, Apparel and Footwear will disappear if the Free Trade Agreement is concluded. Comments provided by one clothing manufacturer support the ACTWU's fear, namely that "the downside could be felt by our factory employees who might well lose their jobs. The company itself might well prosper with access to the U.S. market and to American production and raw materials" (F.Dafoe, 1986). In other words, Canadian manufacturers will be able to move their production facilities to lower wage states in the U.S. without losing access to Canadian markets.

While Canadian manufacturers' largest export market is the U.S., and the U.S. is one of the largest sources for LTC imports,

other low-wage countries provide most of our Leather and Apparel imports. The share of Ontario exports which enter the U.S. have increased to approximately 88% of Leather goods, 65% of Textiles and 85% of Apparel exports. Conversely, while the U.S. remains one of the single largest sources of our LTC imports, the share of imports entering Ontario from the U.S. has been declining. In 1981, approximately 70% of Leather imports, 65% of Textile imports and 21% of Apparel imports came from the U.S. By 1987, the U.S. share of Ontario import markets declined to approximately 14% in Leather goods, 57% in Textiles and 9% in Apparels, despite significant increases in both real and constant value of U.S. imports (see Table 6).

Fred Bryan (AMAO) and Alexandra Dagg expressed concern over the `origins clause' of the Agreement which enables the U.S. to place tariffs on Canadian produced clothing which uses imported textiles in the production process. More than 75% of fabric used in Canadian clothing industries is imported from Europe and Asia (K.Yakabuski, 1988). Conversely, 80% of American clothing is made with American fabrics (Dagg, Alexandra., p.10). According to Bryan, the `origins clause' poses a problem because the Canadian Textile industry does not provide the variety of fabrics needed by clothing industries and it is unlikely that clothing industries will be able to use U.S. fabrics because American firms are too large to be interested in supplying smaller Canadian companies. Bryan estimates that due to accumulated changes in the Clothing manufacturing sector -- including low-

TABLE 6: BALANCE OF TRADE IN LEATHER, TEXTILES AND CLOTHING, ONTARIO, 1981 AND 1987.

INDUSTRY	IMPORTS	EXPORTS	BALANCE of TRADE
LEATHER			
1981	283,536,463	59,319,332	- 224,536,463
1987 REAL $	571,565,095	73,828,768	- 497,736,327
1987 CONSTANT $	519,132,693	63,056,164	
% C H A N G E			
CONSTANT $	83.09%	6.30%	
P R I M A R Y TEXTILES			
1981	413,347,091	126,451,564	- 286,895,527
1987 REAL $	668,686,256	189,327,997	- 479,358,259
1987 CONSTANT $	607,342,649	161,680,613	
% C H A N G E			
CONSTANT $	46.93%	27.86%	
T E X T I L E PRODUCTS			
1981	243,292,193	51,239,671	- 192,052,522
1987 REAL $	367,458,722	111,475,140	- 255,983,582
1987 CONSTANT $	333,753,606	95,196,447	
% C H A N G E			
CONSTANT $	37.18%	85.79%	
CLOTHING			
1981	250,730,617	59,084,322	- 191,646,295
1987 REAL $	709,064,622	101,277,253	- 607,787,369
1987 CONSTANT $	644,018,759	86,487,834	
% C H A N G E			
CONSTANT $	156.86%	46.38%	
TOTAL			
1981	1,190,906,364	296,094,889	- 894,311,475
1987 REAL $	2,316,774,695	475,910,047	-1,840,864,648
1987 CONSTANT $	2,105,247,707	406,421,058	
% C H A N G E			
CONSTANT $	76.78%	37.26%	
T O T A L MANUFACTURING			
1981	38,087,143,917	31,472,536,459	-6,614,607,458
1987 REAL $	68,921,363,734	58,534,403,509	-10,386,960, 225
1987 CONSTANT $	62,598,877,143	49,986,681,050	
% C H A N G E			
CONSTANT $	64.36%	58.83%	

N.B. Deflator used for 1987 constant (1981) dollars is 110.1 for imports and 117.1 for exports.

SOURCE: Statistics Canada. Catalogue 65-203 and 65-202, 1988.

TABLE 6a: BALANCE OF TRADE IN LEATHER, TEXTILES AND CLOTHING, ONTARIO, 1981 AND 1987.

INDUSTRY	IMPORTS	EXPORTS	BALANCE of TRADE
LEATHER			
1981	283,536,463	59,319,332	- 224,536,463
1987	571,565,095	73,828,768	- 497,736,327
P R I M A R Y TEXTILES			
1981	413,347,091	126,451,564	- 286,895,527
1987	668,686,256	189,327,997	- 479,358,259
T E X T I L E PRODUCTS			
1981	243,292,193	51,239,671	- 192,052,522
1987	367,458,722	111,475,140	- 255,983,582
CLOTHING			
1981	250,730,617	59,084,322	- 191,646,295
1987	709,064,622	101,277,253	- 607,787,369
TOTAL			
1981	1,190,906,364	296,094,889	- 894,311,475
1987	2,316,774,695	475,910,047	-1,840,864,648
T O T A L MANUFACTURING			
1981	38,087,143,917	31,472,536,459	-6,614,607,458
1987	68,921,363,734	58,534,403,509	-10,386,960, 225

TABLE 6b: PERCENTAGE OF TOTAL EXPORTS TO THE U.S., BY INDUSTRY GROUP, ONTARIO, 1981 AND 1987.

INDUSTRY	EXPORTS 1981 $ 000'	% T O U.S.	EXPORTS 1987 $ 000'	% T O U.S.
-Leather Tanneries	30,942	87.01%	29,351	81.94%
-Footwear	23,580	69.38%	33,678	91.17%
-Luggage, Purse & Handbag	2,033	57.50%	1,049	82.93%
-Other Leather & Allied Prod.	2,765	89.47%	9,760	98.75%
-Man-Made Fibre Filament & Yarn	88,986	28.75%	126,984	64.73%
-Wool Yarn & Woven Cloth	1,188	90.51%	4,469	93.90%
-Other Spun Yarn & Woven Cloth	34,417	36.51%	54,319	55.19%
-Broad Knitted Fabric	1,861	64.70%	3,377	83.04%
-Natural Fibres Processing & Felt Prod.	9,817	62.51%	25,152	69.30%
-Carpet Mat & Rug	17,211	31.56%	39,346	57.76%
-Canvas & Related	755	40.23%	1,267	74.70%
-Narrow Fabric	637	73.64%	1,728	67.59%
-Household Products of Textile Materials	3,189	69.32%	7,218	84.33%
-Hygiene Products of Textile Materials	4,590	49.95%	2,169	80.71%
-Tire Cord Fabric	3,367	51.07%	10,101	65.00%
-Other Textile Products N.E.C.	11,675	48.18%	24,493	78.06%
-Men's & Boys' Coat	363	90.58%	499	96.20%
-Men's & Boys' Suit & Jacket	4,291	79.40%	8,661	92.26%
-Men's & Boys' Pants	4,383	44.33%	4,666	98.22%
-Men's & Boys' Shirt & Underwear	760	55.65%	2,708	93.36%
-Women's Coat & Jacket	4,686	81.11%	3,899	91.29%
-Women's Sportswear	2,705	68.49%	13,772	95.09%
-Women's Dress	410	62.81%	1,706	94.27%
-Women's Blouse & Shirt	207	67.29%	607	91.35%
-Children's Clothing	1,740	77.82%	1,903	73.89%
-Sweater	1,255	69.64%	746	85.74%
-Occupational Clothg	1,162	67.38%	1,885	80.62%
-Glove	418	53.76%	681	91.57%
-Hosiery	545	38.14%	2,342	88.80%
-Fur Goods	20,894	35.06%	34,405	76.63%
-Foundation Garment	380	37.36%	549	9.10%
-Other Clothing & Apparel N.E.C.	14,884	79.08%	22,247	86.91%
-TL MANUFACTURING	**31,472,536**	**79.53%**	**58,534,404**	**88.85%**

TABLE 6b: PERCENTAGE OF TOTAL IMPORTS FROM THE U.S., BY INDUSTRY GROUP, ONTARIO, 1981 AND 1987.

INDUSTRY	IMPORTS 1981 $ 000'	% FROM U.S.	IMPORTS 1987 $ 000'	% FROM U.S.
-Leather Tanneries	45,236	45.80%	98,838	24.03%
-Footwear	190,577	10.13%	392,563	9.26%
-Luggage, Purse & Handbag	32,400	20.55%	57,469	12.61%
-Other Leather & Allied Prod.	15,324	52.47%	22,694	47.12%
-Man-Made Fibre Filament & Yarn	116,465	79.00%	208,371	77.06%
-Wool Yarn & Woven Cloth	32,442	15.24%	51,639	16.65%
-Other Spun Yarn & Woven Cloth	225,438	67.35%	334,350	51.75%
-Broad Knitted Fabric	39,003	92.89%	74,325	80.78%
-Natural Fibres Processing & Felt Prod.	18,892	29.78%	21,024	29.47%
-Carpet Mat & Rug	41,975	54.00%	85,569	42.77%
-Canvas & Related	7,147	56.80%	18,185	45.00%
-Narrow Fabric	20,878	81.29%	31,211	74.48%
-Household Products of Textile Materials	61,881	66.21%	69,689	44.41%
-Hygiene Products of Textile Materials	5,221	93.66%	6,690	68.86%
-Tire Cord Fabric	3,145	99.41%	6,018	96.30%
-Other Textile Products N.E.C.	84,152	63.97%	129,077	56.18%
-Men's & Boys' Coat	2,418	26.93%	9,674	6.78%
-Men's & Boys' Suit & Jacket	14,834	29.76%	50,114	4.49%
-Men's & Boys' Pants	10,614	27.61%	45,289	8.83%
-Men's & Boys' Shirt & Underwear	33,311	15.22%	108,045	4.53%
-Women's Coat & Jacket	6,910	17.69%	22,038	5.14%
-Women's Sportswear	27,470	22.65%	101,307	4.38%
-Women's Dress	17,062	18.84%	24,106	13.21%
-Women's Blouse & Shirt	29,177	8.24%	55,757	6.28%
-Children's Clothing	11,721	24.12%	33,555	12.09%
-Sweater	33,015	2.60%	122,094	1.66%
-Occupational Clothg	4,466	61.44%	9,893	35.67%
-Glove	18,974	18.75%	31,556	10.18%
-Hosiery	10,446	70.78%	15,151	41.03%
-Fur Goods	2,088	9.66%	6,110	10.65%
-Foundation Garment	2,470	59.98%	3,116	6.49%
-Other Clothing & Apparel N.E.C.	25,752	33.15%	71,260	25.15%
-TL MANUFACTURING	**38,087,144**	**84.19%**	**68,921,364**	**80.01%**

cost imports, free trade and technological developments -- large establishments will get larger and rationalize production, small establishments will remain as they are -- able to find a niche, and medium size establishments will suffer. What is considered a `large' or `small' firm depends on the industry and its product market, so for example, a dress manufacturer with fifty employees is large but jean manufacturer with fifty employees is small.

One of the problems with job loss, resulting from low-cost imports, free trade and general restructuring, is the relocation of these workers. As indicated by Alexandra Dagg (ILGWU), many of the women in the garment industry, for example, are older, have less than grade nine education, and in Toronto, are largely first generation immigrants with little speaking knowledge or literacy in English. Moreover, most jobs in all three sectors are generally low skilled, rendering it difficult for workers to find alternative employment without retraining.

Technological Developments:

Restructuring strategies in Textile industries and to a lesser extent in Clothing industries have resulted in a rapid growth in labour productivity through the employment of newer technologies. Labour productivity, measured by value added per production worker, in Textiles, Knitting and Clothing grew on average by 2.4%, 2.9% and 1.3% per year, respectively, during the 1972-1982 period (Jaheel Ahmad, p.57). More recently, between 1980 and 1985, capital investments in Textile industries have

grown dramatically, while they have not grown at all in the Clothing industry (ibid. p.58). In 1986, of all new investments in Textile, Clothing and Knitting industries, 82.9% was invested by Textile industries, 17.1% by Clothing industries and 7.8% by knitting industries (Textile and Clothing Board, p.9).

SMO's occupy the largest occupational category in the Apparel manufacturing sector, and the sewing machine remains virtually unchanged since its invention in the late nineteenth century. The only changes incurred by sewing machines are speed and stitch variations. Automation, though, has been introduced in larger Clothing manufacturers for pattern making and marking, cutting and pressing garments. According to Alexandra Dagg (ILGWU), technological developments among cutting jobs have deskilled that job class and rendered it of equal value to SMO's [7].

In the Footwear industry, Canadian manufacturers commonly import production equipment from the U.S.A, Italy and West Germany. About 40% of equipment bought by Canadian manufacturers is bought outright or through lease purchase agreements and the rest is leased for periods of three to five years (R.J. Cole, p.5).

Financial base:

Industries in all three sectors can be labeled competitive, with high labour costs relative to other input costs in the costs

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[7] Interview with Alixe Dagg, op. cit.

of production.

According to an ILGWU report prepared in 1985, the import surge has created such uncertainty within the Clothing manufacturing sector that any future capital investment is hard to justify. In terms of volume, the average Canadian annual investments between 1982 and 1984 amounted to only 60% of actual investments in 1981. In order to survive many manufacturers are disinvesting and moving instead into importing. In 1978, 18.6% of clothing units imported into Canada were brought in by clothing manufacturers; by 1985, Canadian clothing manufacturers share increased to 25.3%. However, the Clothing manufacturing sector is currently re-entering a more bouyant period marked by increases in investments since 1986 (Textile and Clothing Board, p.12).

Wage Setting Policy

Industries in Textiles and Clothing tend to be low wage relative to other manufacturing industries. In 1987 Textile, Clothing and Knitting workers in Canada earned an average 81.5%, 55.4%, and 59.7% respectively of the average manufacturing wage (Textile and Clothing Board, p. 14).

In a 1986 survey conducted by MITT, 302 Ontario small businesses with less than one hundred employees representing all industrial sectors and regions of the country were given questionnaires regarding their wage setting policies. Given that establishments in the LTC sectors generally employ less than one

hundred workers, this data is likely useful for comparative purposes. In general, the survey found that small businesses have little in the way of personel practises that would facilitate the implementation of Pay Equity. 4.6% surveyed have personel officers, 23.5% have formal job descriptions, 12.3% have standardized forms or proceedures for drawing up job descriptions and 16.9% have a formal job evaluation system. The survey also found that the most significant factor in pay setting processes is management's judgement about the merit of a given employee (62.2%), followed by employer's ability to pay (36.4%), seniority and or tenure of the employee (8.6%), expertise or skill of the employee (6.3%) and the employee's future prospects (3.6%). Interviews with both Fred Bryan (AMAO) and Chris Kuzik (TDSMG) revealed a similar lack of job descriptions and job evaluation systems. They indicated that among small establishments, job descriptions and evaluations are difficult because job responsibilities are constantly changing and empoloyees often perform tasks that may be considered to be part of more than one job class in larger establishments. Among external factors, the most significant was supply and demand in both labour and products markets (26.5%). Collective bargaining did not figure prominantly, but in 80% of the establishments surveyed, no employees were unionized.

Moreover, the survey found a lack of understanding among small business employers as to what Pay Equity is (Ontario. MITT., pp.19-25). An interview with Fred Bryan (AMAO) confirmed

this finding. The AMAO held a Pay Equity seminar to explain the Act to employers and to offer them a system to institute Pay Equity developed by the Coopers Lybrand Consulting Group. Only forty industry representatives, all with well over one hundred employees, attended the seminar. Bryan was of the opinion that employers of smaller establishments were simply procrastinating, assuming that because they are not required to post a plans, unions will inform them of what to do when the time arrives [8].

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[8] Interview with Fred Bryan, op. cit.

Occupations and Jobs in Sector

Kinds of work performed:

Sewing machine operators (SMOs) occupy the largest occupational category in the Textile and Clothing industries. In 1980, there were 28,200 SMOs in Ontario, 26,895 of whom were women.

In Leather industries, shoemaking and repairing is the largest occupational category, providing 7,420 jobs in Ontario in 1980, 5,495 of which were occupied by women.

In the Textile, Leather and Apparel industries, women also predominate in tailoring and dressmaking, inspecting, testing, grading and sampling occupations, as well as occupations in labouring and other elemental work, and in fabricating, assembling and repairing occupations (see Table 7).

Between 1971 and 1981, employment in Ontario's Textile and Clothing industries rose by about 15,580 jobs -- 12,900 for females and 2,700 for males. Fabricating, assembling and repairing occupations saw the greatest increases (9,380), followed by clerical occupations (1,770), managerial and administrative occupations (1,650) and processing occupations (1,010). Females account for almost 83% of the job increases. Judging from the 1980 figures provided in Table 7 which reveal an average wage gap of 36% for men and women in the same occupations, it would appear that women are more attractive employees due to the ability to pay them less.

TABLE 7: POPULATION 15 YEARS AND OVER WHO WORKED IN 1980 BY SEX AND DETAILED OCCUPATION, SHOWING 1980 EMPLOYMENT INCOME GROUPS AND PERSONS WHO WORKED FULL-TIME, FULL-YEAR, ONTARIO, 1980.

Occupation	Total with employment income, 1980	Average Employment Income	Full-time, full-year workers; total with employment income	Full-time, full-year workers average employment income
		-----MALES-----		
855/856	16,800	$12,275	9,970	$14,765
8550	1,705	$17,737	1,345	$17,873
8551	2,260	$12,608	1,295	$14,991
8553	1,515	$12,153	960	$13,913
8555	395	$14,747	225	$17,319
8561	1,925	$10,219	1,115	$12,718
8562	4,575	$12,436	2,770	$14,640
8563	1,365	$10,508	615	$13,279
8566	---	---	---	---
8568	330	$ 8,432	135	$12,557
8569	2,040	$10,913	1,025	$14,008
		----FEMALES----		
855/856	49,875	$ 7,486	21,975	$ 9,745
8550	1,165	$10,058	730	$11,314
8551	2,265	$ 7,669	1,010	$ 9,830
8553	3,645	$ 6,856	1,405	$ 9,535
8555	505	$ 7,917	185	$11,578
8561	5,495	$ 7,242	2,525	$ 9,511
8562	1,665	$ 8,887	790	$10,769
8563	26,895	$ 7,463	11,705	$ 9,687
8566	1,160	$ 7,653	595	$ 9,584
8568	760	$ 7,145	320	$ 9,966
8569	4,455	$ 7,269	2,080	$ 9,349

n.b. table based on 20% sample data

Source: Canada. 1981 Census of Canada: Population Worked in 1980 -- Employment Income by Occupation (catalogue # 92-930).

Definitions for occupation codes, Table 5:
8550 - foremen/women: fabricating, assembling and repairing occupations: textile, fur and leather products.
8551 - patternmaking, marking and cutting occupations: textile, fur and leather products.
8553 - tailors and dressmakers.
8555 - furriers.
8557 - milliners, hat and cap makers.
8561 - shoemaking and repairing occupations.
8562 - upholsterers.
8563 - sewing machine operators: textile and similar materials.

8566 - inspecting, testing, grading and sampling occupations: fabricating, assembling and repairing textile, fur and leather products.
8568 - occupations in laboring and other elemental work: fabricating, assembling and repairing textile, fur and leather products.
8569 -fabricating, assembling and repairing occupations: textile, fur and leather products.

Proportion of female and male employees in kind of work performed

The Canadian clothing industry employs the highest percentage of women of any manufacturing sector (Alexandra Dagg, p.5).

Generalizing from a Canadian Department of Labour survey conducted in 1985 (Table 8), in Shoe factories women predominate (60% or more) in the following occupational categories: cementer, piecework shoe parts fastener, hand packager, shoe cleaner, stitching machine operator, and table worker. Men predominate (70% or more) in the following occupational categories: shoe parts upper cutter, hourly rate paid shoe parts fastener, laster, shipping clerk, and hourly paid shoe parts trimmer. There is no gender predominance (percentage defined) in the following occupational categories: upper tacker counter, shoe parts lining cutter, piece work rate shoe parts trimmer. In the Hosiery and Knitted Goods industry women predominate in the following occupational categories: boarder knit goods mender, looper, hand cutter, hand packager, seamless hosiery knitter, and SMO. Men predominate in the following occupational categories: dye tub tender, knitting machine fixer, and sewing machine mechanic. There is no gender predominance in the occupational category of knitting machine tender. In the men's clothing industry, women predominate in the following occupational catagories: hand sewer, garment inspector, pocket maker, hand presser, and SMO. Men predominate in the following occupational categories: hand cutter, and portable machine cutter. There is no gender

TABLE 8: WAGE AND SALARY RATES BY OCCUPATION AND INDUSTRY, ONTARIO, 1985

n.b. * indicates incentive or piece rate compensation.

SHOE FACTORIES OCCUPATION	REPORTING UNITS	# OF EMPLOYEES	AVERAGE HOURLY WAGE	% FEMALE EMPLY'S
Cementer, Hand	7	15	$ 5.93	73.33
*Cementer, Hand	9	105	$ 7.06	81.90
Counter,& Upper Tacker	5	16	$ 6.47	56.25
*Counter & Upper Tacker	6	25	$ 9.05	52.00
Cutter, Shoe Parts Lining Cutter	9	14	$ 6.41	50.00
*Cutter, Shoe Parts Lining Cutter	8	65	$ 7.65	44.62
Cutter, Shoe Parts Upper Cutter	10	28	$ 7.84	7.14
*Cutter, Shoe Parts Upper Cutter	10	68	$10.47	30.88
Fastener, Shoe Parts	7	15	$ 6.45	00
*Fastener, Shoe Parts	8	46	$ 9.42	69.57
Laster, Bed	3	5	$ 7.50	00
*Laster, Bed	5	50	$ 7.83	20.00
Laster, Pull-Over	8	11	$ 8.37	00
*Laster, Pull-Over	8	26	$ 9.82	3.85
Laster, Side	7	11	$ 9.38	00
*Laster, Side	8	29	$ 9.56	20.69
Packager, Hand	11	39	$ 5.20	94.87
*Packager, Hand	7	56	$ 7.17	89.29
Shipping Clerk	13	52	$ 7.09	25.00
Shoe Cleaner	7	42	$ 5.97	92.86
*Shoe Cleaner	7	78	$ 7.30	61.54
Stitching Machine Oper. Binding Stitcher	8	20	$ 6.54	85.00
*SMO Binding Stitcher	10	178	$ 6.16	100.00
SMO Fancy Stitcher	9	105	$ 5.85	98.10
*SMO Fancy Stitcher	8	106	$ 7.31	100.00
SMO Lining Maker	7	21	$ 6.01	100.00
*SMO Lining Maker	9	22	$ 6.13	100.00
SMO Top Stitcher	7	28	$ 5.95	85.71
*SMO Top Stitcher	7	52	$ 7.49	100.00
SMO Vamper	7	37	$ 6.75	70.27
*SMO Vamper	8	45	$ 6.96	100.00
Table Worker	11	106	$ 5.06	84.91
*Table Worker	6	147	$ 7.43	100.00
Trimmer, Shoe Parts	6	9	$ 6.76	88.88
*Trimmer, Shoe Parts	7	27	$ 9.15	44.44

* piece and incentive work

TABLE 8 SUITE

HOSIERY-KNITTED GOODS OCCUPATION	REPORTING UNITS	# OF EMPLOYEES	AVERAGE HOURLY WAGE	% FEMALE EMPLY'S
Boarder-A	7	29	$ 6.39	86.21
*Boarder-A	5	27	$ 6.66	100.00
Cutter, Hand-B	8	40	$ 6.92	77.50
Dye-Tub Tender-B	9	54	$ 7.82	7.41
Knit Goods Mender-B	8	21	$ 6.59	95.24
Knitting Machine Fixer-A	8	50	$10.81	00
Knitting Machine Fixer-B	8	64	$ 8.77	20.31
Knitting Machine Tender-B	10	146	$ 7.09	45.21
Looper-A	3	31	$ 7.03	100.00
Packager, Hand-A	6	60	$ 6.63	100.00
*Packager, Hand-A	4	25	$ 6.59	100.00
Packager, Hand-B	8	38		84.21
Seamless Hosiery Knitter-A	4	60	$ 5.98	90.00
*Seamless Hosiery Knitter-A	2	26	$ 5.66 $ 7.61	100.00
Sewing Machine Mechanic	6	11	$ 9.97	00
Sewing Machine Operator-A	6	40	$ 7.54	100.00
*Sewing Machine Operator-A	5	32	$ 6.79	100.00
Sewing Machine Operator-B	12	418	$ 6.79	99.28
*Sewing Machine Operator-B	4	223	$ 6.96	100.00
MEN'S CLOTHING				
Cutter, Hand	12	33	$ 8.84	18.18
*Cutter, Hand	3	12	$10.94	8.33
Cutter, Portable Machine	22	68	$ 9.06	7.35
*Cutter, Portable Machine	5	29	$ 9.09	6.90
Hand Sewer	6	19	$ 6.44	89.47
*Hand Sewer	2	16	$ 7.66	100.00
Inspector, Garment	18	69	$ 6.23	89.86
*Inspector, Garment	7	40	$ 5.73	97.50
Pocket Maker	5	35	$ 5.83	97.14
*Pocket Maker	11	91	$ 7.08	94.51
Presser, Hand	11	36	$ 6.67	91.66
*Presser, Hand	11	44	$ 6.82	90.91
Presser, Machine	9	24	$ 6.96	41.67
*Presser, Machine	12	68	$ 8.48	50.00
Sewing Machine Operator	23	564	$ 5.73	98.40
*Sewing Machine Operator	21	1 359	$ 6.62	98.38
Shipping Clerk	20	61	$ 7.04	24.59
Tailor/Tailoress	4	12	$ 8.63	41.67
Trimmer, Hand	14	89	$ 5.05	98.89
*Trimmer, Hand	10	28	$ 6.13	96.43

TABLE 8 (SUITE)

WOMEN'S CLOTHING OCCUPATION	REPORTING UNITS	# OF EMPLOYEES	AVERAGE HOURLY WAGE	% FEMALE EMPLY'S
Cutter, Hand	11	30	$10.44	33.33
Cutter, Portable Machine	22	123	$ 9.96	14.63
Hand Sewer	7	21	$ 7.08	100.00
Inspector, Garment	17	80	$ 5.71	97.50
*Inspector, Garment	3	24	$ 6.44	100.00
*Pocket Maker	3	35	$ 8.01	100.00
Presser, Hand	17	110	$ 5.94	89.09
*Presser, Hand	6	35	$ 7.70	80.00
Presser, Machine	8	16	$ 8.54	62.50
*Presser, Machine	5	26	$ 9.80	46.15
Sewing Machine Operator	19	622	$ 5.82	99.52
*Sewing Machine Operator	17	745	$ 7.38	97.45
Shipping Clerk	18	52	$ 7.36	34.62
Tailor/Tailoress	5	30	$ 7.88	96.66
Trimmer, Hand	12	75	$ 5.32	100.00
*Trimmer, Hand	3	9	$ 5.29	100.00

CHILDREN'S CLOTHING OCCUPATION	REPORTING UNITS	# OF EMPLY'S	AVERAGE HOURLY WAGE	% FEMALE EMPLY'S
Cutter, Portable Machine	5	44	$ 6.35	79.55
Sewing Machine Operator	3	37	$ 5.36	100.00
*Sewing Machine Operator	3	72	$ 5.41	100.00
Shipping Clerk	9	9	$ 6.31	77.77
Trimmer, Hand	2	10	$ 4.83	100.00

n.b. Table covers establishments (geographic) with > 19 employees.
n.b. This survey is voluntary, and the universe is unknown at the occupation and community level, the resulting statistics should therefore be treated with caution and supplemented with other materials in drawing conclusions.
Source: Canada. Department of Labour. 1985 Wage Rates, Salaries & Hours of Labour, Ontario.

predominance among machine pressers. In the Women's clothing industry, women predominate in the following occupational categories: hand sewer, garment inspector, pocket maker, hand presser, SMO, tailoress and hand trimmer. Men predominate in cutting occupations. There is no gender predominance in machine pressing and shipping clerk occupations. In the Children's clothing industry women predominate in all occupations.

Judging from this data (coupled with the data in Table 4), comparisons in the Leather and Textile manufacturing sectors will be possible because there are fewer women over all and more male job classes for potential comparisons to be made. Clothing industries provide a greater problem due to the lack of comparable job classes beyond that of cutter and potentially shipper, and the overall female predominance in the industry (see Tables 1,4,8).

Problems with job comparisons in the Apparel manufacturing sector are illustrated by a report by the Coopers & Lybrand Consulting Group, commissioned by the AMAO. This report produced generic job classifications for industries in the sector and assigned each job class a point system value based on levels of skill, effort, responsibility and working conditions. While the report illustrated that job classes of equal or comparable value exist, clusters of comparable job classes tend to be either female or male dominant. Moreover, women tend to be concentrated in job classes with lower point values. Where there are female predominant and male predominant job classes of comparable value,

they are often found only in large firms (100 or more employees). For example, cutters (male) and customer service representatives (female) are comparable according to the Coopers & Lybrand system, but the latter job class is only common in larger establishments.

Employment Characteristics and Human Resource Policies and Practises

Source of employment:

When unions fail to provide employees, employers will often recruit from immigrant communities through employees and supervisors of the same community, or will resort to placing ads in newspapers (see section on unions) [9].

Typical length of service:

There is little turnover of employees in both Textile and Clothing industries but there is an extremely high turnover of Footwear workers, which is estimated to lie between 56% and 230% per annum. The high turnover rate in the Footwear industry partly reflects cyclical swings of demand for employees, and partly the attraction of better paying employment opportunities.

According to Fred Bryan (AMAO), the turnover of employees in the Apparel manufacturing sector in the first two months is high, but if employees stay after six or eight months, they usually remain with the same establishment. Due to the labour shortages among operators in the last three or four years, SMOs have been more apt to seek higher paying positions in other factories. According to Nancy Devinto (UGW), SMOs can "write their own wage ticket" and now work at a base rate average for incentive compensation of about $6.50 to $7.00. According to Alexandra Dagg

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[9]Interview with Cris Kuzik, op. cit.

(ILGWU), employees tend to remain in expensive, small shops, where wages are relatively higher, and there tends to be a greater turnover of employees in lower paying larger shops in, for example, the sportswear industry.

Characteristics of female and male jobs:

According to Alexandra Dagg, there is virtually no mobility in the apparel manufacturing industry. Due to incentive compensation, workers tend to remain with a machine or job they know best. Given that incentive compensation is common in all three sectors, it is likely that workers commonly remain in the same jobs throughout the duration of their employment in these sectors.

All those interviewed suggested that incentive compensation is the most commonly employed pay practice. Moreover, it appears that both the product and labour markets bear relevance to pay practices. The fiercely competitive nature of these sectors seems to keep wages depressed. At the same time, younger workers are seeking higher paid jobs outside these industries thereby causing labour shortages, among SMOs for example, which in turn seems to be causing upward pressure on wages.

Wage differentials by occupation

Among Clothing industries, the only clearly dominant male job class is cutter. One could also argue that the job of presser is male dominant as well -- even where numbers do not warrant it

-- due to historic reasons. The greatest pay discrepancies, however, are between cutters and the remaining job classes in the industry (see Table 8). Judging from the interviews, there seems to be some dispute as to whether cutters and other female predominant job classes are of comparable worth. Coopers & Lybrand though assigned a considerably higher point value to cutters than to SMO's.

There appears to be greater potential for job comparisons in the Footwear industry because there are more male predominant job classes. Moreover, there are pay discrepancies of ranging from one to three dollars an hour between female predominant and male predominant job classes. Whether or not there are male and female job classes of comparable worth remains to be seen, but the variety of male dominant job classes indicates that comparable job classes will likely be available.

The potential for job comparisons in Textile industries also seems more feasible. Gordon Vala-Webb (ACTWU) feels that in Textiles, where women constitute anywhere from 13% to 63% of the workforce depending on the industry, job comparisons will not pose a problem. Typically, the maintenance sector, the skilled trades in the workshop, the fixers, and jobs in the dyehouse, tend to be male dominated. Jobs in these areas have enough variety in levels of skill, effort, responsibility and working conditions to assume that jobs of comparable worth to female job classes will be found. Pay discrepancies between male and female job classes have yet to be established, but given the variety of

male job classes the potential for Pay Equity comparisons seems likely.

Employees

Education level:

A majority of workers in the LTC sectors do not have a high school diploma, and more men in these sectors have trade certificates, or some university or college training (see Table 9). The workforce in the Apparel manufacturing sector also tends to employ largely immigrant women, from many different cultures, who speak English as a second language (Alexandra Dagg, p.6).

Immigrant status:

Immigrant workers are more commonly found in Toronto than in other regions of Ontario. The Apparel manufacturing sector has traditionally provided employment for new immigrants and continues to do so today. One major reason for the high percentage of immigrants in these industries is that knowledge of English is not required to obtain a job (Alexandra Dagg, p.7).

Age:

Employees tend to be older because younger workers are seeking alternative, higher paid employment [10].

Attachment to the labour force at this time:

Older women, immigrant women and single mothers tend to remain in the workforce. Younger workers seem to be less

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[10] Interview with Alexandra Dagg, op. cit.

attached.

TABLE 9: HIGHEST LEVEL OF SCHOOLING, 1981

INDUSTRY	% LESS THAN GRADE 9	% GRADES 9 - 13 W/OUT DIPLOMA	% GRADES 9-13 W/ DIPLOMA	TRADES CER-TIFICATE OR DPLMA	% W/ SOME UNIVER-SITY OR COLLEGE
Leather					
male	30.0	31.8	12.8	7.5	17.9
female	35.4	35.3	15.0	5.2	9.0
Textiles					
male	23.5	28.1	14.7	11.4	22.3
female	29.8	30.9	16.4	6.4	16.5
Knitting					
male	23.1	28.0	14.8	9.4	24.8
female	39.2	29.8	14.5	5.5	11.1
Clothing					
male	28.3	25.8	13.9	9.2	22.8
female	41.9	27.1	13.7	6.6	10.6
Tl. Mnfctg					
male	17.5	26.2	13.1	16.8	26.5
female	22.9	30.2	17.7	7.1	22.0

SOURCE: North-South Institute. Women in Industry -- North-South Connections, Ottawa, 1985.

APPENDIX 1

Problems Instituting Pay Equity Act

1. Some establishments have only one or no male predominant job classes for job comparisons. This problem is particularly acute among smaller establishments in Apparel manufacturing industries.

2. Where male job classes exist in Apparel industries, there is some dispute as to whether job classes are of comparable worth. For example, while Cris Kuzik (TDSMG) feels that SMOs and cutters are not jobs of comparable worth, Alexandra Dagg (ILGWU) feels that technological advances have deskilled the work of cutters, rendering the job class of comparable worth to SMOs. Moreover, Gordon Vala-Webb feels that the work of SMOs has historically been undervalued. He claims that it has always been a skilled job, despite its classification as a low-skilled or unskilled job. The Coopers & Lybrand system, however, gives cutters a higher point value than SMO's.

3. Unions tend to prefer broad job descriptions which would, for example, place all SMOs in the same job class. Manufacturers, on the other hand seem to prefer narrower job descriptions. Judging from Table 8, different pay rates are given to different classes of SMO's thereby rendering it difficult to place them in the same job class.

4. In over 40% of establishments in the three sectors combined, plans do not have to be posted. Where there is no union, there is no guarantee that the act will be implemented in these establishments. According to Fred Bryan, small and medium sized firms are likely unaware of the Act. Moreover, all those interviewed agreed that most workers are not aware of the Act. This was an expressed concern of Winnie Ng (MLC--ESTC)

5. The Act has no provision for defining `pay rate' for incentive workers. This provides another potential area for dispute. While Cris Kuzik (TDSMG) prefers the average rate of pay, Gordon Vala-Webb (ACTWU) feels that the base rate should be used because it reflects the "average worker making an average effort".

6. There is no method of ensuring that the 1% of the previous year's payroll allotted for Pay Equity will not come out of regular or negotiated pay increases. This was an expressed concern of both Gordon Vala-Webb (ACTWU) and Alexandra Dagg (ILGWU).

7. Labour costs are an important factor in competition and both Cris Kuzik (TDSMG) and Fred Bryan (AMAO) feel that Pay Equity coupled with import problems and free trade will drive manufacturers out of business. Gordon Vala-Webb (ACTWU) disagrees, indicating that employers will always use this argument to keep wages low.

8. While registered homeworkers in establishments of more than ten employees are considered under the Industrial Standards Act to be employees of the establishment and are paid at the same rate as those doing the same work within the plant, according to all interviewed (with the exception of Cris Kuzik, TDSMG) there is a significant proportion of under the table homework. No one, however, was able to provide estimates. Not only will these workers be excluded from the act, but pay increases resulting from Pay Equity may encourage more employers to use unregistered homeworkers. Given the difficulty in policing the use of unregistered homework, Vala-Webb suggests that all homework should be banned.

APPENDIX 2

Recommendations

1. Allowing proportional comparisons. Proportional comparisons could resolve any dispute in comparing cutters to female job classes, and would certainly resolve any potential problems with finding comparable female and male job classes in Textile and Leather manufacturing industries.

2. Using male comparators in one establishment as proxy comparators. The use of proxy male comparators could be employed where there are no male job classes in an establishment. This is particularly important in smaller establishments in the Apparel manufacturing sector where workforces are often 90-100% female.

3. A method for ensuring the enforcement of the Act in establishments of less than 100 employees would be useful, particularly where there are no unions to monitor the institution of the Act. This seems particularly important given that the majority of the establishments in the sector employ less than 100, that only an estimated one third of the workforce is unionized, and that there is a high proportion of immigrant labour with little to no speaking knowledge or literacy in English or French. Information about the Act should at least be available, if not provided, in languages other than English or French, particularly in Mandarin (Chinese) and Southern European

Languages.

4. Generic job descriptions across the province would solve the problem of the lack of job descriptions in these industries, would reduce the effort and cost to employers in instituting Pay Equity, would increase awareness of what Pay Equity is among employers of smaller establishments and would solve potential disputes over job descriptions. Generic job descriptions could be developed, with the joint cooperation of manufacturing associations and unions, from time studies performed for the purpose of establishing piece rates. An alternative would be to use the Coopers & Lybrand system commissioned by the AMAO, or to suggest its use to smaller manufacturers.

1.Interview with Fred Bryan. Op. Cit.

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